



ECONOMIC
RESEARCH
INSTITUTE

ERI UPDATE

NOTES TO SUBSCRIBERS

New Documentation

10/1/96 editions for each **Assessor Series**[®] are enclosed with ERI's latest **Documentation Manual** for current subscribers. ERI is migrating from DOS to Windows versions so this will be the last exclusively DOS manual released. In 1997 we will survey subscribers as to your preference for Windows or DOS editions of each **Assessor**. Until then, we are planning to send subscribers both DOS and Windows editions as they become available. **Please do not return diskettes or extra Manuals to ERI. Instead, please recycle, trash, or give them away to a student or home library.**

Full Assessor Subscribers

Current **Full Assessor Series**[®] subscribers receive with this mailing a box of diskettes containing:

- Geographic Assessor** (DOS)
- Relocation Assessor** (DOS)
- Salary Assessor** (DOS)
- Consultants' Assessor # 1** (DOS)
- Consultants' Assessor # 2** (DOS)
- Relocation Assessor** (Windows version)
- Documentation Manual** and this **Update**.

For 1997 subscribers, the **1997 Geographic Reference** will be shipped under separate cover in mid-October.

Medians vs. Means

The 10/1/96 edition of the **Salary Assessor** reports both medians and weighted average salary information. The <F11> key from Screens # 2, 4, & 5 of the **Salary Assessor** will toggle between "median" and "mean" salaries (the default is "mean"). While ERI Research Staff agree that medians are generally better indicators of central tendency than means, we note that subscriber response has been mixed on this issue.

Salary Assessor

The 1/1/97 **ERISA** will include a second diskette with compressed files containing the *Full Position Descriptions* and *Alternative Salary Survey* listings. The 1/1/97 DOS **ERISA** disk 1 of 2 may be loaded or run alone, with installation of diskette 2 of 2 remaining optional. 10/1/96 is the final quarter that the **Salary Assessor** requires reading the *Full Position Descriptions* from the **Consultants' Assessor** Directory and *Alternative Salary Survey* listing from the **Geographic Assessor** directory.

For current subscribers, who have not renewed their subscriptions for 1997, a renewal offer for 1997 accompanies this Update. To conserve cost (avoiding separate mailers), ERI sends out the next year's offer with the last two quarterly releases of each year's subscription.

THE 1997 GEOGRAPHIC REFERENCE

*Annual Report
of Costs, Wages,
Salaries & Human
Resource Statistics
U.S. and Canada*

THE
1997
GEOGRAPHIC
REFERENCE
REPORT

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and Human Resource Statistics
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 ECONOMIC RESEARCH INSTITUTE

For **1997 Geographic Reference Report** subscribers, this **Update** will also accompany your separate mailing of the **Reference** (in mid October). The **1997 Reference** incorporates more research survey information and analysis than ever before and continues to be ERI's best selling product, despite the proliferation of PCs. (Note: Based upon subscriber requests, the position of "Controller" has been retained. Remember that this position is "size sensitive" and medians are affected by each researched survey's participants' revenue/asset size.)

A Note for State Agencies!

ERI collects and analyzes over 2,000 separate surveys each year with a focus on private sector pay. We see ourselves as an "outsourcer of compensation, COL, and benefits research", providing those research services which are in demand due to the proliferation of salary surveys, Internet and other on-line databases, and the downsizing of corporate HR staffs. Until a short while ago our charter included these statements:

**ERI does not provide consulting services.
ERI does not conduct salary surveys.**

That said, we are engaged in extensive Internet research & development and modify the last sentence to include,

**"but ERI software can assist subscribers
with conducting salary surveys."**

(continued next page)

ERI RESEARCH NOTES

Salary Survey Input Assistance for Subscribers

The Internet should make it possible to easily and quickly conduct and produce salary surveys and because ERI is a Microsoft Independent Content Provider, we believe ERI will be able to offer secure transmission of data a year or two in advance of any other available Internet provider. To test this idea, we've modified both our Internet and MSN home pages to include a **Salary/COL Surveys** input format/selection.



- Envisioned Design

- o No charge to anyone who wishes to enter data.
- o Data submissions E-Mailed directly by ERI's Internet server to the surveying organization (in a comma delimited format).
- o That is, ERI's role only to log the surveying organization's name & E-Mail address (data bypasses ERI).
- o Responsibility for creating the survey report (the analyses and production) that of the surveying organization.
- o ERI to receive a complimentary copy of each finished survey report.
- o Data secured with MSN technology (if not yet available, disclaimers to appear on all data input screens).
- o ERI could prepare a survey report template (for an automated report), but we expect that most will wish to customize their survey findings.
- o Approach replaces traditional printed survey questionnaires, mailings, telephone calls, and turnaround time/effort/trouble.

Interested? Click on the Salary/COL Surveys icon in either the Internet or MSN menus at ERI's sites (examples shown) or type the direct Internet address:
<http://www.eri.com/~eri/survey01.htm>

Participants Register . . .



. . . and Select Survey Type/ Industry

ERI RESEARCH NOTES

State Surveys

States are rushing into the salary survey arena. The Alabama Department of Industrial Relations, Research & Statistics Division just published its first ever (1995) *Alabama Wage Survey*; Arkansas Employment Security Department recently received the first funding in many years to produce a 1997-1998 *Arkansas Wage Survey*. They join state-wide surveys of private sector pay from numerous state agencies in: Alaska, California, Florida, Georgia, Hawaii, Idaho, Illinois, Iowa, Kansas, Maine, Minnesota, Missouri, Montana, Nevada, New Hampshire, New Mexico North Carolina, North Dakota, Oklahoma, Rhode Island, South Carolina, Tennessee, Utah, Vermont, Washington, and Wisconsin. While the number of positions surveyed, industry coverage, and quality vary, many of these publications include data for metro areas as well as state-wide wages and salaries. (ERI sources report continued funding cancellation for Arizona and Virginia state surveys.) Comprehensive surveys are also available from private publishers for: AL, CA, FL, GA, IL, IN, IA, KY, MD, MI, MO, NE, NC, OH, PA, SC, TN, TX, UT, WA, AB, BC, ON, & PQ. (The lack of comprehensive state-wide, state agency survey publication in MA, MI, NJ, NY, etc. is notable.)

ERI encourages all of our subscribers to support the local survey publishers and to purchase supplemental survey data for your compensation libraries. Listings or surveys and their sponsoring organizations are found in the **Assessors** and the **Documentation Manual** accompanying this **Update**. For a listing that includes additional Internet addresses, we refer you to ERI's Internet site: <http://www.eri.com/~eri>.



CD-ROM

ERI is developing a **Full Assessor Series® Platform** application to be available on a CD-ROM. A mid 1997 release date is scheduled (although "betas" will be sent out at an earlier date).

Consultants' Assessor

By 1998 the **Consultants' Assessor** will be replaced by the **Platform** shown above. We envision providing the horizontal bar of information "free", with **ERICA's** Reasonable Accommodation Assessor = 12,000 Job Descriptions, the Executive Compensation Assessor = Proxy Exec Comp Extracts, and the Workforce Assessor = U.S. (& Canada) Census data. In a networked environment, an entire H.R. staff would then have access to this extensive library of compensation information for decision making.

Salary Survey Assessor Input Screen (~ 75 default positions in each industry category, and any Salary Assessor position may be added)

Benchmark Jobs

Job Code	Position Title	# of Incumb.	Lowest Salary Paid	Average Salary Paid	Highest Salary Paid	Job Description
8805	Accountant	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	View
8806	Accounting Clerk	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	View
8807	Systems Analyst	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	View

Management Jobs

Job Code	Position Title	Incumb.	Base Salary	Annual Bonus	Total Cash Compensation	Job Description
8801	Chief Executive Officer	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	View
8802	Top Marketing & Sales Officer	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	View
8803	Top Human Resource Officer	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	View
8804	Top Financial Officer	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	View